

# *State of Colorado*

## *2005 – 2006 Total Compensation Summary*

Prepared by the Division of Human Resources in the Department of Personnel & Administration on July 1, 2005

This is a summary of the total compensation package paid by the State of Colorado to permanent employees in the state personnel system.

### **Annual Salary Survey Adjustments – Effective 7/1/05**

All eligible employees received a 3% base salary adjustment (State Troopers received 5.2%). Only permanent positions with a final performance rating above level one (unsatisfactory/needs improvement) are eligible. This adjustment is limited to the range maximum, where applicable.

The pay range structure was adjusted by the following.

<b>OCCUPATIONAL GROUP</b>	<b>STRUCTURE ADJUSTMENT</b>
ENFORCEMENT AND PROTECTIVE SERVICES	2.0%
TROOPER SUBGROUP	2.0%
FINANCIAL SERVICES	2.9%
MEDICAL	3.9%
HEALTH CARE SERVICES	3.9%
LABOR/TRADES/CRAFTS	2.2%
ADMINISTRATIVE SUPPORT AND RELATED	1.7%
PROFESSIONAL SERVICES	1.5%
PHYSICAL SCIENCES AND ENGINEERING	2.8%
TEACHER	1.5%
<b>Overall Weighted Average</b>	<b>2.15%</b>

Please see the [Annual Compensation Survey](#) for more detailed information on the survey process.

### **Pay for Performance – Effective 7/1/05**

There were no performance salary adjustments for this year.

Please see the [Performance Pay System](#) section of the website for more detailed information.

**Annual Leave**

12 days (8 hours per month) - Beginning of employment through year 5

15 days (10 hours per month) - Start of year 6 through year 10

18 days (12 hours per month) - Start of year 11 through year 15

21 days (14 hours per month) - Start of year 16

Available leave is based on amount accrued, not on a lump sum granted at beginning of a specified period. Accrual rate is prorated for part-time. Maximum carry-over is two times the amount of annual accrued leave for any of the respective levels of service.

**Sick Leave**

Approximately 10 days per year (6.66 hours accrual per month) regardless of service time. Accrual rate is prorated for part-time. Maximum carry-over is 45 days. Sick leave over the maximum carry-over may be converted to annual leave on a five to one basis for a maximum of 16 hours of annual leave. Twenty-five percent of accrued sick leave, up to the maximum accrual rate, is paid upon separation due to death, retirement, or eligibility for retirement.

**Funeral Leave**

Up to 40 hours for death of a family member or other person. Appointing authority approves the amount of leave based on the relationship to the deceased and the distance and mode of transportation.

**Holiday Leave**

10 paid holidays per year.

Please see the [Leave](#) section of the website for more information.

**Retirement**

Effective through 12/31/05 - 10.15% of gross salary (State contribution per month)

(State Troopers 12.85%)

Effective 1/1/06 – 10.65% of gross salary (State contribution per month)

(State Troopers 13.35%)

Mandatory 1.45% contribution to Medicare for those hired after 3/31/86. State of Colorado employees do not participate in Social Security.

For more information on retirement, please see the PERA website at [www.copera.org](http://www.copera.org).

**Deferred Compensation**

Effective 6/1/04 - There is no employer match for deferred compensation.

For more information on retirement and deferred compensation, please see the [Tax Deferred Savings Plan](#) section of the website.

### **Dental**

State contribution is a fixed amount only (see chart below). Contribution amount is not prorated for part-time employees.

The table below shows the state contribution to dental only.

<b>Tier</b>	<b>Employee Only</b>	<b>Employee plus spouse</b>	<b>Employee plus child(ren)</b>	<b>Employee plus spouse, plus child(ren)</b>
<b>Employer Contribution-Dental</b>	<b>\$14.90</b>	<b>\$18.38</b>	<b>\$19.78</b>	<b>\$23.12</b>

For more information, please see the [Dental Insurance](#) section of the website.

### **Life/Accidental Death and Dismemberment Insurance**

State-paid policy of \$33,000 basic life and matching \$33,000 of AD&D. Employee-paid optional coverage up to \$300,000 is available for employees. Spouse and dependent child coverage is also available.

For more information, please see the [Life Insurance](#) section of the website.

### **Health Insurance**

State contribution is a fixed amount only (see chart below). Contribution amount is not prorated for part-time employees.

The table below shows the state contribution to health only.

<b>Tier</b>	<b>Employee Only</b>	<b>Employee plus spouse</b>	<b>Employee plus child(ren)</b>	<b>Employee plus spouse, plus child(ren)</b>
<b>Employer Contribution-Health</b>	<b>\$190.20</b>	<b>333.96</b>	<b>\$322.32</b>	<b>\$460.26</b>

For more information, please see the [Medical Insurance](#) section of the website.

### **Disability**

*Short Term Disability* – Fully paid by state - Weekly benefit is 60% of pre-disability earnings. Benefit waiting period is 30 days.

*Long Term Disability* – A voluntary LTD plan, fully paid by employee, is also available.

For more information, please see the [Disability](#) section of the website.

**Overtime**

1.5 times paid as time-off or cash for more than 40 hours per week for non-exempt employees only.

*Exempt or non-exempt status is determined on a position-by-position basis. The State of Colorado does not identify a class or an occupational group of employees as exempt or non-exempt.*

For more information, please see the [FLSA](#) section of the website.

**Premium Pay**

Non-Health Care - 2nd Shift 7.5%, 3rd Shift 10.0%

Health Care Weekday - 2<sup>nd</sup> Shift 7.5%, 3<sup>rd</sup> Shift 14%

Health Care Weekend and Holidays – 1<sup>st</sup> Shift 7.5%, 2<sup>nd</sup> Shift 14%, 3<sup>rd</sup> Shift 20%

On-Call \$2.00 per hour

Hazardous duty - \$1.00 per hour non-base

**Per Diem Rates**

Reimbursement of \$0.28 per mile personal car usage. Meals = \$31, up to \$51, depending on the city and peak or non-peak season. Lodging = actual cost.

**Uniform Allowance**

Correctional Officers - Initial uniform issue provided, then replacements issued on or about the employees anniversary date, pending available funding.

Other reimbursements vary by occupation and department. For example, State Troopers receive \$100 per month and Wildlife Officers receive \$50 per month.

**Misc. Benefits & Information**

- [IRS Code 125 Plan](#): Pre-tax health premium, dependent care and health care flexible spending accounts are available.
- [Health Savings Account](#): An HSA option is available.
- A variety of [Work-Life](#) options are available, including flexible scheduling, resource and referrals, and employee discounts.
- [Colorado State Employee Assistance Program](#): Goal is to help employees and protect the State of Colorado as an employer by providing early-stage, preventative intervention, helping managers and supervisor curtail workplace issues before they become a liability to the state.
- Colorado is not unionized and does not have collective bargaining.
- [Voluntary Separation Incentives](#) may be offered to avoid layoffs. Maximum is one week of salary for each full year of uninterrupted state service, up to a maximum of 13 weeks and not to exceed 25% of annual salary.